

EXHIBIT 4

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UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA
SAN JOSE DIVISION

IN RE: HIGH-TECH EMPLOYEE)
ANTITRUST LITIGATION)
) No. 11-CV-2509-LHK
THIS DOCUMENT RELATES TO:)
ALL ACTIONS.)

DEPOSITION OF 30(b)(6) WITNESS: ADOBE
(DONNA MORRIS)
HIGHLY CONFIDENTIAL - ATTORNEYS' EYES ONLY
August 21, 2012

Reported by: Anne Torreano, CSR No. 10520

10:05:37 1 business e-mails?

10:05:38 2 A. My personal e-mail account?

10:05:41 3 Q. When you said you searched your e-mails, what
10:05:43 4 did you search? You searched e-mails that weren't on a
10:05:48 5 shared drive?

10:05:49 6 A. So all of my e-mails are just company
10:05:51 7 e-mails. All of them are recoverable. They're all
10:05:54 8 company e-mail.

10:05:55 9 Q. Okay. All right.

10:05:56 10 A. So they're on a backup.

10:05:57 11 Q. How did you search? What did you do?

10:05:59 12 A. So I searched by name and searched by -- I
10:06:05 13 have folders, so I was able to look in different
10:06:08 14 folders.

10:06:09 15 Q. Okay. So you looked in particular folders.

10:06:11 16 Did you have a folder about the agreement that
10:06:13 17 Adobe had with Apple?

10:06:14 18 A. No.

10:06:14 19 Q. How did you -- what kind of folders did you
10:06:17 20 look in to see whether there were relevant e-mails?

10:06:20 21 A. Just general talent folders. So each of the
10:06:24 22 functional areas I have a folder, so -- I also knew
10:06:28 23 there weren't too many e-mails that were related to the
10:06:30 24 situation, so it wasn't too difficult for me to figure
10:06:36 25 out what documents I had. So it wasn't like I knew

10:06:39 1 that there was all kinds of documents that I had to
10:06:41 2 search for.

10:06:42 3 Q. How did you know that there was a limited set
10:06:44 4 of e-mails related to this situation?

10:06:46 5 A. Because it was historical, you know, back to
10:06:49 6 when Bruce was CEO and discussions that he had had at
10:06:53 7 that point in time with Steve Jobs, and he made me
10:06:57 8 aware of it. And I think when an executive makes you
10:07:01 9 aware of something, you don't need to continue to have
10:07:03 10 discussions beyond that.

10:07:04 11 Q. What does that mean?

10:07:05 12 A. He was very specific about what we could and
10:07:08 13 could not do, and it was fair game in terms of our
10:07:13 14 ability to attract talent from Apple, and he just
10:07:19 15 specifically asked that we not call directly into
10:07:23 16 Apple, but certainly, if we met Apple employees along
10:07:27 17 the way or if Apple employees were qualified for
10:07:33 18 openings, we could certainly go ahead and recruit.

10:07:37 19 Q. And Mr. Chizen said that the rules regarding
10:07:41 20 what you can and cannot do with regard to Apple
10:07:44 21 employees was as a result of an agreement that he had
10:07:46 22 with Mr. Jobs?

10:07:47 23 A. I don't know if he used the term "agreement"
10:07:52 24 as opposed to it was an understanding or discussion
10:07:55 25 that he and Steve had had, Mr. Jobs had had.

10:07:58 1 Q. So he told you that he had an understanding
10:08:00 2 with Mr. Jobs and, as a result of that understanding,
10:08:02 3 he gave you guidelines on the types of things you can
10:08:05 4 do to recruit Apple employees; is that right?

10:08:07 5 A. I wouldn't say that he gave us guidelines, and
10:08:10 6 he may have had that discussion with someone else, but
10:08:13 7 at that point in time I didn't report directly in to
10:08:17 8 Bruce, and it was when I was senior director of
10:08:20 9 talent. And so at that point in time, it was really
10:08:24 10 Theresa Townsley who expressed what we should and
10:08:28 11 should not do specific to Apple.

10:08:29 12 Q. Did you have a communication directly with
10:08:31 13 Mr. Chizen about this?

10:08:33 14 A. I don't recall if we did have a direct
10:08:39 15 communication, written communication.

10:08:41 16 Q. Right.

10:08:41 17 A. You know, at one point in time, he spoke to me
10:08:45 18 very briefly about it.

10:08:46 19 Q. What did he say to you?

10:08:47 20 A. At that point in time, I think it was well
10:08:51 21 beyond -- at that point in time, I don't even know what
10:08:55 22 the date was. I was probably senior vice president of
10:08:58 23 global talent, and it was not related to Apple
10:09:01 24 whatsoever, and he was interested in knowing what our
10:09:08 25 hiring practices were specific to another company.

10:44:05 1 did she report to you at that point?

10:44:06 2 A. No, at that point in time it was Ellen
10:44:09 3 Swarthout.

10:44:09 4 Q. It was Ellen. Okay. Thank you.

10:44:11 5 I believe you testified earlier that one
10:44:14 6 function of human resources at Adobe is recruiting
10:44:18 7 employees, employees or talent to fill positions at the
10:44:22 8 company?

10:44:22 9 A. That's correct.

10:44:22 10 Q. And another function of human resources at
10:44:25 11 Adobe is to help retain employees at the company?

10:44:28 12 A. We don't have like a function per se that's
10:44:33 13 called "retention," but certainly an overall
10:44:37 14 responsibility of human resources is to help retain
10:44:39 15 talent. That's right.

10:44:40 16 Q. Let's talk about recruiting for a bit.

10:44:43 17 Why is recruiting talent important for Adobe?

10:44:46 18 A. So our critical, most critical asset is
10:44:50 19 people. So we're really an IP-based company.

10:44:53 20 Q. "IP" is intellectual property?

10:44:56 21 A. Correct. So that's -- you know, ultimately
10:44:57 22 the only asset that we have as an organization is the
10:45:04 23 bright minds of individuals and technologists or
10:45:09 24 individuals who sell our products or market our
10:45:11 25 products.

10:45:11 1 Q. So it's important to Adobe to have --

10:45:14 2 A. It's critical.

10:45:15 3 Q. It's critical to Adobe to have the best talent
10:45:18 4 that you can have?

10:45:18 5 A. Correct.

10:45:20 6 Q. And -- but why is it important that Adobe
10:45:23 7 actually recruits as opposed to just waits for people
10:45:25 8 to call them?

10:45:26 9 A. Well, if you continue to grow as a company,
10:45:30 10 you're not going to find -- the best people necessarily
10:45:33 11 don't spend all their time looking to apply. So in --
10:45:37 12 our belief is that there's multiple ways by which we
10:45:40 13 can attract talent, and that often the very best
10:45:45 14 candidates might not necessarily be looking for Adobe.
10:45:48 15 They might not even know that Adobe is a company where
10:45:52 16 they can leverage their capabilities. And so
10:45:55 17 recruiting is a big, big aspect.

10:45:58 18 And the word "recruiting" denotes not only
10:46:02 19 recruiting from external but also internal channels,
10:46:06 20 too.

10:46:08 21 Q. So recruiting includes seeking employees or
10:46:12 22 talent from outside of the company and also seeking to
10:46:15 23 promote from within?

10:46:16 24 A. Absolutely. Or move from within, promote or
10:46:19 25 move.

10:46:19 1 Q. Okay. So let's talk about recruiting from
10:46:29 2 outside the company.

10:46:30 3 What are the primary means by which Adobe
10:46:32 4 recruits talent from outside the company?

10:46:34 5 A. Employee referral, and that's always been a
10:46:38 6 very active element of our overall recruitment
10:46:42 7 practices. So, you know, we've always had an incentive
10:46:46 8 program to have employees refer candidates for us.

10:46:49 9 A new college grad, university program is a
10:46:52 10 big emphasis. So hiring talent right out of school.

10:46:57 11 Executive recruitment, where we actually over
10:47:01 12 the years have changed. Historically we would have had
10:47:05 13 firms that we work with. Now we have primarily our own
10:47:09 14 in-house executive search firm.

10:47:12 15 We have employees who apply directly to us
10:47:15 16 through Adobe.com, so our own online portal for -- I
10:47:18 17 shouldn't say employees, but potential employees or
10:47:22 18 prospects to actually profile or apply for jobs.

10:47:25 19 And then we have our own recruiters that are
10:47:29 20 active in recruiting talent.

10:47:32 21 And then we have internal movement. So a
10:47:35 22 percentage of employees that would be moving across or
10:47:37 23 applying internally for jobs.

10:47:39 24 Q. Let's talk about executive recruitment.

10:47:41 25 You said that at some point Adobe retained

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UNITED STATES DISTRICT COURT

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August 21, 2012

Reported by: Anne Torreano, CSR No. 10520

12:18:33 1 up. Our employees were going to look and say, jeez, is
12:18:39 2 anything going to happen to our salaries? Google is
12:18:42 3 getting this nice, you know, pre-holiday bonus.

12:18:44 4 And that's why Gloria's note is, "Timing is
12:18:48 5 everything. Thanks for the head-up, as I'm certain it
12:18:51 6 will come our way through employees."

12:18:53 7 Employees would end up learning about it
12:18:55 8 because it would hit the news, and likely they would be
12:18:57 9 wondering, has Adobe had a profitable year. We no
12:19:00 10 longer have profit sharing. Will we get any form of a
12:19:03 11 bonus or not?

12:19:04 12 Q. So just so the record is clear, what Google
12:19:08 13 did in late 2010 was give all of its 23,000 employees a
12:19:13 14 10 percent raise?

12:19:15 15 MR. KIERNAN: Objection to the extent it
12:19:16 16 misstates her testimony and calls for speculation,
12:19:19 17 lacks foundation. If she knows what Google did.

12:19:22 18 THE WITNESS: I do not know directly what they
12:19:23 19 did other than what was in the public domain and what
12:19:26 20 the press was reporting that they did.

12:19:29 21 BY MR. CRAMER:

12:19:29 22 Q. That they did.

12:19:30 23 So the first paragraph of Ms. Solanki's e-mail
12:19:34 24 says, "Moving to plug the defection of staff to
12:19:37 25 competitors. Google Inc. is giving a 10 percent raise

12:19:40 1 to all of its 23,000 employees, according to people
12:19:44 2 familiar with the matter."

12:19:45 3 Do you see that?

12:19:45 4 A. Yes.

12:19:46 5 Q. Was that your understanding of what the press
12:19:48 6 was reporting at the time?

12:19:49 7 A. Yes, just as this said.

12:19:52 8 Q. And it says, "The raise which will be given to
12:19:54 9 executives and staff across the globe is effective in
12:19:57 10 January."

12:19:57 11 Do you see that?

12:19:58 12 A. Yes.

12:19:58 13 Q. So that was the information that was coming up
12:20:01 14 through -- through the web site that you mentioned and
12:20:05 15 was being reported to people at Adobe; is that right?

12:20:10 16 A. People at Adobe would have had free access to
12:20:13 17 this, just like any other employee in the Valley.

12:20:16 18 Q. Right.

12:20:16 19 And so what you're saying, what Ms. Stinson is
12:20:20 20 saying is, "I'm certain this will come our way through
12:20:22 21 employees."

12:20:23 22 Do you see that?

12:20:23 23 A. Yes.

12:20:23 24 Q. So your -- what you said was that employees at
12:20:27 25 Adobe would notice that -- that Google had given all of

12:20:32 1 its employees a raise, and they would be wondering, is
12:20:35 2 Adobe going to do something similar?
12:20:36 3 A. Correct. Or it's likely that employees would
12:20:43 4 wonder. They may or may not express that wonder, but
12:20:46 5 it's likely that they would.

12:20:47 6 Q. So employees talk with each other about the
12:20:51 7 compensation of other companies in the same space; is
12:20:53 8 that right?

12:20:54 9 MR. KIERNAN: Objection to the extent it calls
12:20:55 10 for speculation, lacks foundation.

12:20:57 11 THE WITNESS: I don't know how often they
12:20:58 12 talk, but when something is in the public domain, such
12:21:01 13 as this was, I don't -- it would be me speculating.
12:21:07 14 I'm sure Google didn't mind everyone knowing that they
12:21:10 15 were giving a 10 percent increase.

12:21:11 16 BY MR. CRAMER:

12:21:11 17 Q. Why did Google not mind that?

12:21:13 18 MR. KIERNAN: Wait. Objection. Lacks
12:21:14 19 foundation, calls for speculation.

12:21:16 20 THE WITNESS: Yeah, I mean --

12:21:16 21 BY MR. CRAMER:

12:21:16 22 Q. Thought you said -- you said you're sure
12:21:18 23 Google didn't mind everybody knowing it.

12:21:20 24 Why are you sure of it?

12:21:21 25 A. It's very generous, in a market that was --

12:21:24 1 many companies were suffering, given the recession.

12:21:28 2 Q. Now, the first paragraph there says, "Moving
12:21:33 3 to plug the defection of staff to competitors, Google
12:21:36 4 is giving a 10 percent raise."

12:21:38 5 What does that mean?

12:21:40 6 A. You have to ask Google.

12:21:41 7 MR. KIERNAN: Objection.

12:21:43 8 BY MR. CRAMER:

12:21:43 9 Q. As an HR director, someone who's been in HR
12:21:46 10 her entire life, does that statement mean anything to
12:21:49 11 you?

12:21:49 12 A. Clearly they were having a lot of individuals
12:21:52 13 leaving. You just have to look at the share price of
12:21:56 14 Google over a period of time and know that individuals
12:21:59 15 that would have been hired by Google in the most recent
12:22:03 16 history of this period of time would have likely had a
12:22:07 17 big portion of their overall compensation that wasn't
12:22:10 18 moving. And so those that came pre-IPO, post-IPO,
12:22:16 19 would be very different.

12:22:17 20 So I would assume what they wanted to do is
12:22:19 21 try to ensure that their pay practices were aligned,
12:22:23 22 given they were becoming a more mature company.

12:22:25 23 Q. And one way to do that is raise everybody's
12:22:29 24 salary 10 percent; is that correct?

12:22:30 25 A. I guess that's what they think is appropriate.

01:48:07 1 testimony.

01:48:07 2 THE WITNESS: [REDACTED]

01:48:09 3 [REDACTED]

01:48:13 4 [REDACTED]

01:48:18 5 [REDACTED] [REDACTED]

01:48:21 6 [REDACTED]

01:48:21 7 [REDACTED]

01:48:21 8 Q. [REDACTED]

01:48:23 9 [REDACTED]

01:48:25 10 [REDACTED]

01:48:25 11 A. [REDACTED]

01:48:25 12 Q. [REDACTED]

01:48:27 13 A. [REDACTED]

01:48:31 14 [REDACTED] [REDACTED]

01:48:33 15 [REDACTED]

01:48:36 16 [REDACTED]

01:48:39 17 Q. [REDACTED]

01:48:42 18 [REDACTED]

01:48:46 19 [REDACTED]

01:48:50 20 [REDACTED]

01:48:53 21 A. [REDACTED]

01:48:55 22 [REDACTED]

01:48:55 23 Q. [REDACTED] [REDACTED]

01:48:57 24 A. [REDACTED]

01:49:01 25 [REDACTED] [REDACTED]

01:49:05	1	[REDACTED]
01:49:08	2	[REDACTED] [REDACTED]
01:49:12	3	[REDACTED] [REDACTED]
01:49:14	4	[REDACTED]
01:49:17	5	[REDACTED]
01:49:19	6	[REDACTED]
01:49:21	7	[REDACTED]
01:49:26	8	[REDACTED]
01:49:27	9	Q. [REDACTED]
01:49:34	10	[REDACTED]
01:49:37	11	[REDACTED]
01:49:39	12	[REDACTED]
01:49:41	13	[REDACTED]
01:49:44	14	A. [REDACTED]
01:49:45	15	Q. [REDACTED] [REDACTED]
01:50:07	16	[REDACTED]
01:50:09	17	A. [REDACTED]
01:50:12	18	[REDACTED]
01:50:12	19	Q. [REDACTED]
01:50:19	20	[REDACTED]
01:50:23	21	[REDACTED]
01:50:25	22	[REDACTED]
01:50:27	23	[REDACTED]
01:50:29	24	A. [REDACTED]
01:50:30	25	Q. [REDACTED] [REDACTED]

01:50:35 1 [REDACTED]

01:50:38 2 [REDACTED]

01:50:39 3 [REDACTED] [REDACTED] [REDACTED]

01:50:44 4 [REDACTED]

01:50:44 5 Q. [REDACTED]

01:50:45 6 [REDACTED] [REDACTED] [REDACTED]

01:50:47 7 [REDACTED]

01:50:47 8 Q. [REDACTED]

01:50:48 9 A. [REDACTED]

01:50:51 10 [REDACTED]

01:50:53 11 [REDACTED]

01:50:56 12 [REDACTED]

01:50:58 13 Q. [REDACTED] [REDACTED] [REDACTED]

01:51:03 14 [REDACTED] [REDACTED].

01:51:21 15 [REDACTED]

01:51:27 16 [REDACTED]

01:51:29 17 A. [REDACTED]

01:51:30 18 Q. [REDACTED]

01:51:31 19 [REDACTED]

01:51:33 20 A. [REDACTED] [REDACTED] [REDACTED]

01:51:34 21 Q. [REDACTED]

01:51:35 22 [REDACTED]

01:51:40 23 [REDACTED]

01:51:46 24 [REDACTED]

01:51:47 25 A. [REDACTED]

01:51:49 1 [REDACTED]

01:51:50 2 Q. [REDACTED]

01:51:52 3 [REDACTED] [REDACTED]

01:51:54 4 A. [REDACTED]

01:51:57 5 [REDACTED] [REDACTED]

01:52:01 6 [REDACTED]

01:52:05 7 [REDACTED]

01:52:08 8 [REDACTED]

01:52:09 9 Q. [REDACTED] [REDACTED]

01:52:14 10 [REDACTED]

01:52:16 11 A. [REDACTED]

01:52:17 12 Q. [REDACTED]

01:52:17 13 A. [REDACTED]

01:52:22 14 [REDACTED]

01:52:25 15 [REDACTED]

01:52:28 16 [REDACTED]

01:52:32 17 [REDACTED]

01:52:36 18 [REDACTED]

01:52:38 19 Q. [REDACTED]

01:52:41 20 [REDACTED]

01:52:42 21 A. [REDACTED]

01:52:47 22 [REDACTED]

01:52:51 23 [REDACTED]

01:52:53 24 Q. [REDACTED]

01:52:56 25 [REDACTED]

03:34:12 1 BY MR. CRAMER:

03:34:12 2 Q. Plaintiffs' Exhibit 225 is a one-page document
03:34:33 3 bearing the Bates range 176APPLE002145.

03:34:39 4 MS. BROWN: And again, I make the same
03:34:40 5 objection. This may actually be a document that we
03:34:44 6 designated, but without any advanced warning, I can't
03:34:47 7 verify that.

03:34:47 8 MR. CRAMER: Okay. It's also an Adobe
03:34:50 9 document.

03:34:50 10 MS. BROWN: No, it's a document that was
03:34:52 11 produced by Apple, and I don't see Ms. Morris's name on
03:34:55 12 the document at all.

03:34:56 13 MR. CRAMER: Yeah, the e-mail is from
03:34:57 14 Theresa -- the second e-mail is from Theresa Townsley
03:34:59 15 to Donna Morris.

03:35:00 16 MR. KIERNAN: Why don't we deal with this at a
03:35:03 17 break.

03:35:03 18 MR. CRAMER: Okay.

03:35:03 19 MR. KIERNAN: I mean, we've got your
03:35:05 20 objection, but let's just deal with it at the break.

03:35:07 21 MR. CRAMER: Fair enough.

03:35:07 22 BY MR. CRAMER:

03:35:07 23 Q. So there's an e-mail from Theresa Townsley to
03:35:11 24 Donna Morris, dated May 27th, 2005.

03:35:14 25 Do you see that?

03:35:15 1 A. Yes.

03:35:15 2 Q. Do you remember seeing this e-mail?

03:35:17 3 A. Yes, I do.

03:35:17 4 Q. And this was cc'd to Shantanu Narayen, Bruce
03:35:25 5 Chizen and Gloria Stinson, and the subject is
03:35:28 6 "Recruitment of Apple Employees."

03:35:29 7 Do you see that?

03:35:30 8 A. Yes.

03:35:30 9 Q. And Ms. Townsley says to you, "Hi, Donna.

03:35:35 10 Bruce and Steve Jobs have an agreement that we are not

03:35:37 11 to solicit any," all caps, "Apple employees, and vice

03:35:40 12 versa. Please ensure all your worldwide recruiters

03:35:44 13 know that we are not to solicit any Apple employee. I

03:35:47 14 know Jerry is soliciting one now, so he'll need to back

03:35:51 15 off. Please help him with how to do that. Let me know

03:35:55 16 if you have any questions."

03:35:56 17 Did I read that correctly?

03:35:58 18 A. Yes.

03:35:58 19 Q. So this is the e-mail that the head of HR sent
03:36:01 20 to you on May 27th, 2005; is that right?

03:36:03 21 A. That's right.

03:36:04 22 Q. And she's explaining to you that there was an
03:36:08 23 agreement between Bruce Chizen and Steve Jobs; right?

03:36:11 24 A. Yes.

03:36:12 25 Q. And that agreement said that Adobe was not

03:36:16 1 allowed to solicit any Apple employees; right?

03:36:19 2 A. Yes.

03:36:19 3 Q. And that Apple was not allowed to solicit any

03:36:23 4 Adobe employees; right?

03:36:24 5 A. Correct.

03:36:25 6 Q. And you were asked by Ms. Townsley to ensure

03:36:29 7 all of your worldwide recruiters to make sure not to

03:36:33 8 solicit any Apple employee; is that right?

03:36:35 9 A. Correct.

03:36:36 10 Q. Did you do that?

03:36:37 11 A. Yes.

03:36:39 12 Q. And Ms. Townsley says, "I know Jerry is

03:36:42 13 soliciting one now, so he'll need to back off."

03:36:46 14 Did you tell Jerry to back off his soliciting

03:36:49 15 of the Apple employee who he was -- referred to here?

03:36:54 16 A. I don't know who specifically they were
03:36:56 17 referring to, other than showing the one document that
03:36:58 18 had an individual's name on it.

03:37:01 19 Q. "Jerry" here is Jerry Vijungco?

03:37:05 20 A. No, that's Jerry Sastri.

03:37:06 21 Q. I'm sorry. Jerry Sastri.

03:37:08 22 So the way you're interpreting this is the --

03:37:14 23 that in the e-mail that Mr. Jobs sent to Mr. Chizen, he

03:37:17 24 had attached the e-mail from Mr. Sastri to the Apple

03:37:22 25 employee?

03:37:22 1 A. Right.

03:37:23 2 Q. Okay. And then Ms. Townsley says to you,

03:37:32 3 "Please help him with how to do that."

03:37:34 4 Do you see that?

03:37:34 5 A. Right.

03:37:35 6 Q. Did you do that? Did you follow

03:37:36 7 Ms. Townsley's direction?

03:37:37 8 A. I'm sure I told Jerry that he needed to back

03:37:42 9 off.

03:37:43 10 Q. Okay. And then the top of this e-mail is from

03:37:51 11 Bruce Chizen to Steve Jobs.

03:37:52 12 Do you see that?

03:37:53 13 A. Yes.

03:37:53 14 Q. So it's fair to say that Mr. Chizen, who was

03:38:00 15 cc'd on the e-mail from Ms. Townsley to you, forwarded

03:38:03 16 that to Mr. Jobs; is that right?

03:38:05 17 A. It would appear.

03:38:07 18 Q. And he says, "FYI"; right?

03:38:09 19 A. Yes.

03:38:10 20 Q. So Mr. Chizen is basically saying, look, we're

03:38:14 21 executing on the understanding that we have between

03:38:16 22 Mr. Chizen -- between our two companies; is that fair

03:38:19 23 to say?

03:38:19 24 MS. BROWN: Objection. Lacks foundation.

03:38:20 25 MR. KIERNAN: Argumentative.

1 REPORTER'S CERTIFICATE

2 I, Anne Torreano, Certified Shorthand Reporter
3 licensed in the State of California, License No. 10520,
4 hereby certify that the deponent was by me first duly
5 sworn, and the foregoing testimony was reported by me
6 and was thereafter transcribed with computer-aided
7 transcription; that the foregoing is a full, complete,
8 and true record of said proceedings.

9 I further certify that I am not of counsel or
10 attorney for either or any of the parties in the
11 foregoing proceeding and caption named or in any way
12 interested in the outcome of the cause in said caption.

13 The dismantling, unsealing, or unbinding of
14 the original transcript will render the reporter's
15 certificates null and void.

16 In witness whereof, I have subscribed my name
17 this 31st day of August, 2012.

18
19 [X] Reading and Signing was requested.

20 [] Reading and Signing was waived.

21 [] Reading and Signing was not requested.
22
23

24 _____
ANNE M. TORREANO, CSR No. 10520
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